

RESOLUTION NO. 2009-64

A RESOLUTION, of the City of Wenatchee formalizing the policy for Non-discrimination in Community Athletics Programs.

WHEREAS, the City of Wenatchee Parks and Recreation Department provides recreation, athletic and sports program services and facilities for residents and visitors of the community; and

WHEREAS, a goal of the City is to provide equal opportunity and access for both boys and girls, and women and men to programs and facilities; and

WHEREAS, Engrossed Substitute Senate Bill 5967 passed by the Senate requires that by Jan. 1, 2010, local parks officials adopt non-discrimination policies to ensure gender equity; to publish such policies; to disseminate such policies to third parties that sign agreements and/or contracts to use community athletic fields; and to publish the name and address and phone number of the person or persons responsible for implementing the non-discrimination policy; and

WHEREAS, a non-discrimination policy is consistent with the City's Equal Employment Opportunity and anti-harassment policies and parks and recreation comprehensive plan goals and objectives.

NOW, THEREFORE, be it resolved by the City Council of the City of Wenatchee as follows:

1.0 Purpose

The purpose of the Community Athletics Programs Non-Discrimination Policy is to help insure that the department's and third party sponsored athletics or sports programs and the department's facilities that support athletic and sports programs, provide equal opportunity and access for both boys and girls, and women and men.

The principles, goals, strategies, programming and facility accessibility, policy distribution, and policy administration will guide the department's actions with respect to gender.

2.0 Definitions

2.1 Access related to facility use.

It is the opportunity to use a facility that supports the provision of community athletic/sports programs.

2.2 Administer/Administrating

The department's administrative process to manage and supervise the provision of community athletics/sports programs.

2.3 Adopt

The official act by the City Council of Wenatchee, through a resolution, to vote to accept and formally place into effect, the department's Community Athletics Programs Non- Discrimination Policy.

2.4 All

As related to athletic/sports programs and their use of facilities, it is the accommodation of the utmost possible number of athletic/sports programs based upon use criteria such as but not limited to a) safety; b) facility configuration; c) facility capacity by day/time of desired use; d) impact to equal participation by gender; e) relationship between recreational versus "select" participation; and f) the relationship between resident and non-resident participation.

2.5 Athletics Programs

Departmental or third party sponsored sports engaged in by athletes that require physical exercise and generally accepted rules and must include the following: a) participant registration; b) scheduled practices; and c) formal competition against other athletes during a defined season.

2.6 Conduct(ing)

A synonym to "operate(ing)", it is the department's effort to direct or control the process of providing community athletics/sports programs.

2.7 Discrimination

The unequal treatment of persons, for a reason which does not have anything to do with peoples' legal rights.

2.8 Equal

As related to participation in community athletic/sports programs, equal means either of the following: a) making available the same number of program participation slots to males and females, whereby in total, participation opportunity slots in department sponsored athletic/sports programs is identical; b) scheduling of facilities that affords males and females who participate in department programs, the same privileges and rights such as facility use by day, time of day and quality.

2.9 Expand

Department initiatives to increase an athletics/sports programs opportunity that increases the probability of equal participation by gender.

2.10 Disseminate

The department's process to dispense knowledge and content of its Community Athletics Programs Non- Discrimination Policy.

2.11 Facilities

Any outdoor or indoor location that is scheduled to accommodate the provision of community athletic/sports programs, including athletic surfaces (e.g. fields, courts) park open space, gymnasiums or halls.

2.12 Operate(ing)

Any community athletic or sports program that the department runs or controls in order to insure that it functions in an effective manner.

2.13 Policy

As related to the department's Community Athletics Programs Non-Discrimination Policy, it is generally the principles, goals, strategies, and procedures outlined to guide staff in determining present and future courses of action.

2.14 Publish

The process to make known to its staff and third party community athletic/sports program providers the department's Community Athletics Programs Non-Discrimination Policy.

2.15 Sports Programs Synonymous with "athletics programs"

See section 2.5.

2.16 Support

Department initiatives that promote the interests of equal participation in community athletic/sports programs. Initiatives can include, but may not be limited to advocacy, programming and facility use policy and financial aid.

3.0 Policies

3.1 The city of Wenatchee Parks and Recreation Department will conduct and operate its community athletics or sports programs in a manner that demonstrates a good faith effort to achieve its non-discrimination policy goals over time.

3.2 The city of Wenatchee Parks and Recreation Department will develop, implement and maintain community athletic and sports programs and facilities that helps meet the recreational needs of both females and males.

- 3.3 The application of the department's Community Athletics Programs Non-Discrimination Policy is prioritized as follows: support and expand community recreational athletics and sports opportunities followed by select programs.
- 3.4 The city of Wenatchee Parks and Recreation Department is committed to assisting the Wenatchee School District comply with their federal Title IX requirements when the district requests use of city facilities.
- 3.5 The city of Wenatchee Parks and Recreation Department will consider the school districts' request in light of the department's community athletic/sports programs, obligations, vision and mission statements, finances, facilities and consistency with this non-discrimination policy.
- 3.6 All city of Wenatchee Parks and Recreation Department employees are committed to cooperate in fulfilling the intent of the Community Athletics Programs Non-Discrimination Policy.

4.0 Goals and Objectives

The city of Wenatchee's Community Athletics Programs Non-Discrimination Policy includes a series of goals and objectives. The goals establish the broad based intended outcomes that are envisioned through implementation of this policy. Each of the goals has one or more objectives. The purpose of the objectives is to identify measurable actions and milestones to help the city's parks and recreation department determine if it is making progress in achieving the stated goals.

4.1 Goal One – Program Access

The parks and recreation department will operate and conduct community athletics and sports programs in a manner that helps to expand and support equal participation.

4.1.1 Objective One

Offer a ratio of athletics and sports programs and the aggregate and proportional to the gender makeup of the city of Wenatchee.

4.1.2 Objective Two

Improve the representation of females in community athletics and sports programs where they are not adequately represented.

4.1.3 Objective Three

On an annual basis, discuss with third party facility users the status of their programs related to administration of the City's Community Athletics Programs Non-Discrimination Policy.

4.2 Goal Two – Facility Access

The parks and recreation department will operate and conduct community athletics and sports programs in a manner that provides all programs equal access to facilities.

4.2.1 Objective One

The parks and recreation department will keep track of general participation levels of males and females by sport on a quarterly basis.

4.2.2 Objective Two

On an as needed basis and as funding allows, develop additional facility capacity (e.g. scheduling, turf surface, and/or surface square footage) over time and as indicated in the Capital Investment Plan to help insure that equal access opportunities exist for athletics/sports programs.

4.3 Goal Three – Programs for Female Participants

Undertake measures to encourage females to participate in community athletics and sports programs by providing additional opportunities for participation.

4.3.1 Objective One

The parks and recreation department will proactively seek to increase the number of female participants, coaches, referees and instructors in its own community athletics/sports sponsored programs.

4.3.2 Objective Two

The department's business plan marketing section will specifically include advocacy and promotion strategies to be employed in order to increase opportunities for female participation.

PASSED BY THE CITY COUNCIL OF THE CITY OF WENATCHEE at a regular meeting thereof this 12th day of November, 2009.


CITY OF WENATCHEE, a Municipal Corporation

By: 
DENNIS JOHNSON, Mayor

ATTEST:

By: 
BRENDA GUSKE, City Clerk

APPROVED:

By: 
STEVE D. SMITH, City Attorney